

SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL ITEMS <i>OFFEROR TO COMPLETE BLOCKS 12, 17, 23, 24, AND 30</i>				1. REQUISITION NUMBER W56MES-4337-5159		PAGE 1 OF 19	
2. CONTRACT NO. W911XK-05-P-0015		3. AWARD/EFFECTIVE DATE 29-Dec-2004		4. ORDER NUMBER		5. SOLICITATION NUMBER W911XK-05-T-0008	
7. FOR SOLICITATION INFORMATION CALL:		a. NAME SAMMIE HART				b. TELEPHONE NUMBER (No Collect Calls) 313 226-6358	
9. ISSUED BY CODE W911XK CONTRACTING DIVISION DETROIT DISTRICT, USAED P.O. BOX 1027 DETROIT MI 48231-1027 TEL: (313) 226-5148 FAX: (313) 226-2209		10. THIS ACQUISITION IS <input type="checkbox"/> UNRESTRICTED <input checked="" type="checkbox"/> SET ASIDE: 100 % FOR <input checked="" type="checkbox"/> SMALL BUSINESS <input type="checkbox"/> HUBZONE SMALL BUSINESS <input type="checkbox"/> 8(A) NAICS: 811310 SIZE STANDARD:6				11. DELIVERY FOR FOB DESTINATION UNLESS BLOCK IS MARKED <input type="checkbox"/> SEE SCHEDULE	
						12. DISCOUNT TERMS Net 30	
						13a. THIS CONTRACT IS A RATED ORDER UNDER DPAS (15 CFR 700) <input type="checkbox"/>	
						13b. RATING	
14. METHOD OF SOLICITATION <input checked="" type="checkbox"/> RFQ <input type="checkbox"/> IFB <input type="checkbox"/> RFP							
15. DELIVER TO DETROIT AREA OFFICE CODE H7L8100 6309 W. JEFFERSON BUILDING 414 DETROIT MI 48209		16. ADMINISTERED BY CODE SEE ITEM 9					
17a. CONTRACTOR/OFFEROR CODE 34QV1 DETROIT BOILER CO INC 2931 BEAUFIT DETROIT MI 48207-3401 TEL. 313-921-7060 FACILITY CODE		18a. PAYMENT WILL BE MADE BY CODE TOB0200 U S ARMY CORPS OF ENGINEERS FINANCE AND 5700 WASP AVENUE MILLINGTON TN 38054					
<input type="checkbox"/> 17b. CHECK IF REMITTANCE IS DIFFERENT AND PUT SUCH ADDRESS IN OFFER		18b. SUBMIT INVOICES TO ADDRESS SHOWN IN BLOCK 18a. UNLESS BLOCK BELOW IS CHECKED <input type="checkbox"/> SEE ADDENDUM					
19. ITEM NO.	20. SCHEDULE OF SUPPLIES/ SERVICES			21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
	SEE SCHEDULE						
25. ACCOUNTING AND APPROPRIATION DATA See Schedule					26. TOTAL AWARD AMOUNT (For Govt. Use Only) \$6,530.00		
<input type="checkbox"/> 27a. SOLICITATION INCORPORATES BY REFERENCE FAR 52.212-1. 52.212-4. FAR 52.212-3. 52.212-5 ARE ATTACHED. ADDENDA <input type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED <input type="checkbox"/> 27b. CONTRACT/PURCHASE ORDER INCORPORATES BY REFERENCE FAR 52.212-4. FAR 52.212-5 IS ATTACHED. ADDENDA <input type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED							
28. CONTRACTOR IS REQUIRED TO SIGN THIS DOCUMENT AND RETURN COPIES <input type="checkbox"/> TO ISSUING OFFICE. CONTRACTOR AGREES TO FURNISH AND DELIVER ALL ITEMS SET FORTH OR OTHERWISE IDENTIFIED ABOVE AND ON ANY ADDITIONAL SHEETS SUBJECT TO THE TERMS AND CONDITIONS SPECIFIED HEREIN.				29. AWARD OF CONTRACT: REFERENCE <input type="checkbox"/> OFFER DATED . YOUR OFFER ON SOLICITATION (BLOCK 5), INCLUDING ANY ADDITIONS OR CHANGES WHICH ARE SET FORTH HEREIN, IS ACCEPTED AS TO ITEMS:			
30a. SIGNATURE OF OFFEROR/CONTRACTOR				31a. UNITED STATES OF AMERICA (SIGNATURE OF CONTRACTING OFFICER)		31c. DATE SIGNED 29-Dec-2004	
30b. NAME AND TITLE OF SIGNER (TYPE OR PRINT)		30c. DATE SIGNED		31b. NAME OF CONTRACTING OFFICER (TYPE OR PRINT) GEORGE FEDYNSKY / ADDED BY SUMI TEL: 313 226-6356 EMAIL: George.Fedynsky@lre02.usace.army.mil			

SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL ITEMS (CONTINUED)					PAGE 2 OF 19	
19. ITEM NO.	20. SCHEDULE OF SUPPLIES/ SERVICES	21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT	
	SEE SCHEDULE					
32a. QUANTITY IN COLUMN 21 HAS BEEN <input type="checkbox"/> RECEIVED <input type="checkbox"/> INSPECTED <input type="checkbox"/> ACCEPTED, AND CONFORMS TO THE CONTRACT, EXCEPT AS NOTED: _____						
32b. SIGNATURE OF AUTHORIZED GOVERNMENT REPRESENTATIVE		32c. DATE	32d. PRINTED NAME AND TITLE OF AUTHORIZED GOVERNMENT REPRESENTATIVE			
32e. MAILING ADDRESS OF AUTHORIZED GOVERNMENT REPRESENTATIVE			32f. TELEPHONE NUMBER OF AUTHORIZED GOVERNMENT REPRESENTATIVE			
			32g. E-MAIL OF AUTHORIZED GOVERNMENT REPRESENTATIVE			
33. SHIP NUMBER	34. VOUCHER NUMBER	35. AMOUNT VERIFIED CORRECT FOR	36. PAYMENT		37. CHECK NUMBER	
<input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL			<input type="checkbox"/> COMPLETE <input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL			
38. S/R ACCOUNT NUMBER	39. S/R VOUCHER NUMBER	40. PAID BY				
41a. I CERTIFY THIS ACCOUNT IS CORRECT AND PROPER FOR PAYMENT 41b. SIGNATURE AND TITLE OF CERTIFYING OFFICER		41c. DATE	42a. RECEIVED BY (<i>Print</i>)			
			42b. RECEIVED AT(<i>Location</i>)			
			42c. DATE REC'D (YY/MM/DD)	42d. TOTAL CONTAINERS		

Section SF 1449 - CONTINUATION SHEET

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001	Services to remove 2 heat exchangers (oil coolers) and replace tube bundles with government-furnished parts and reinstall heat exchangers.	1	Lump Sum	\$6,530.00	\$6,530.00
					<hr/>
NET AMT					\$6,530.00
ACRN AA Funded Amount					\$6,530.00

FOB: Destination

DELIVERY INFORMATION

CLIN	DELIVERY DATE	QUANTITY	SHIP TO ADDRESS	UIC
0001	10-JAN-2004	1	DETROIT AREA OFFICE . 6309 W. JEFFERSON BUILDING 414 DETROIT MI 48209 FOB: Destination	H7L8100

ACCOUNTING AND APPROPRIATION DATA

AA: 96X49020000 082427 257084H3LHNA NA 96203
 COST 000000000000
 CODE:
 AMOUNT: \$6,530.00

CLAUSES INCORPORATED BY REFERENCE

52.212-4	Contract Terms and Conditions--Commercial Items	OCT 2003
52.212-5	Contract Terms and Conditions Required to Implement Statutes or Executive Orders--Commercial Items	OCT 2004
52.222-41	Service Contract Act Of 1965, As Amended	MAY 1989
252.212-7001	Contract Terms and Conditions Required to Implement Statutes or Executive Orders Applicable to Defense Acquisitions of Commercial Items	SEP 2004

WAGE DETERMINATION**94-2273 MI,DETROIT**

WAGE DETERMINATION NO: 94-2273 REV (27) AREA: MI,DETROIT

HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD:94-2274

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
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William W.Gross	Division of	Wage Determination No.: 1994-2273
Director	Wage Determinations	Revision No.: 27
		Date Of Revision: 06/23/2004

State: Michigan

Area: Michigan Counties of Genesee, Lapeer, Macomb, Monroe, Oakland, St Clair,
Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	
11.01	
01012 - Accounting Clerk II	
12.33	
01013 - Accounting Clerk III	
14.40	
01014 - Accounting Clerk IV	
18.41	

01030 - Court Reporter
17.07
01050 - Dispatcher, Motor Vehicle
17.07
01060 - Document Preparation Clerk
13.61
01070 - Messenger (Courier)
11.21
01090 - Duplicating Machine Operator
13.52
01110 - Film/Tape Librarian
13.06
01115 - General Clerk I
9.99
01116 - General Clerk II
11.11
01117 - General Clerk III
13.25
01118 - General Clerk IV
14.83
01120 - Housing Referral Assistant
19.02
01131 - Key Entry Operator I
11.73
01132 - Key Entry Operator II
13.74
01191 - Order Clerk I
12.87
01192 - Order Clerk II
15.69
01261 - Personnel Assistant (Employment) I
14.75
01262 - Personnel Assistant (Employment) II
16.58
01263 - Personnel Assistant (Employment) III
19.33
01264 - Personnel Assistant (Employment) IV
21.57
01270 - Production Control Clerk
18.92
01290 - Rental Clerk
14.36
01300 - Scheduler, Maintenance
15.82
01311 - Secretary I
15.82
01312 - Secretary II
17.19
01313 - Secretary III
20.18
01314 - Secretary IV
22.42

01315 - Secretary V
24.82
01320 - Service Order Dispatcher
16.38
01341 - Stenographer I
14.32
01342 - Stenographer II
16.05
01400 - Supply Technician
20.97
01420 - Survey Worker (Interviewer)
16.15
01460 - Switchboard Operator-Receptionist
12.26
01510 - Test Examiner
17.19
01520 - Test Proctor
17.19
01531 - Travel Clerk I
10.79
01532 - Travel Clerk II
11.71
01533 - Travel Clerk III
12.69
01611 - Word Processor I
12.78
01612 - Word Processor II
14.26
01613 - Word Processor III
18.81
03000 - Automatic Data Processing Occupations
03010 - Computer Data Librarian
14.26
03041 - Computer Operator I
14.26
03042 - Computer Operator II
16.09
03043 - Computer Operator III
17.36
03044 - Computer Operator IV
19.67
03045 - Computer Operator V
21.80
03071 - Computer Programmer I (1)
17.66
03072 - Computer Programmer II (1)
25.23
03073 - Computer Programmer III (1)
27.62
03074 - Computer Programmer IV (1)
27.62
03101 - Computer Systems Analyst I (1)
27.62

03102 - Computer Systems Analyst II (1)
27.62
03103 - Computer Systems Analyst III (1)
27.62
03160 - Peripheral Equipment Operator
15.36
05000 - Automotive Service Occupations
05005 - Automotive Body Repairer, Fiberglass
23.13
05010 - Automotive Glass Installer
21.67
05040 - Automotive Worker
21.67
05070 - Electrician, Automotive
22.41
05100 - Mobile Equipment Servicer
20.27
05130 - Motor Equipment Metal Mechanic
23.13
05160 - Motor Equipment Metal Worker
21.67
05190 - Motor Vehicle Mechanic
23.13
05220 - Motor Vehicle Mechanic Helper
19.56
05250 - Motor Vehicle Upholstery Worker
20.96
05280 - Motor Vehicle Wrecker
21.67
05310 - Painter, Automotive
22.41
05340 - Radiator Repair Specialist
21.67
05370 - Tire Repairer
19.58
05400 - Transmission Repair Specialist
23.13
07000 - Food Preparation and Service Occupations
(not set) - Food Service Worker
11.64
07010 - Baker
14.94
07041 - Cook I
13.96
07042 - Cook II
14.94
07070 - Dishwasher
11.64
07130 - Meat Cutter
16.26
07250 - Waiter/Waitress
12.36
09000 - Furniture Maintenance and Repair Occupations

09010 - Electrostatic Spray Painter
21.31
09040 - Furniture Handler
17.09
09070 - Furniture Refinisher
21.31
09100 - Furniture Refinisher Helper
18.64
09110 - Furniture Repairer, Minor
19.98
09130 - Upholsterer
21.31
11030 - General Services and Support Occupations
11030 - Cleaner, Vehicles
11.92
11060 - Elevator Operator
13.41
11090 - Gardener
17.38
11121 - House Keeping Aid I
11.04
11122 - House Keeping Aid II
12.18
11150 - Janitor
13.41
11210 - Laborer, Grounds Maintenance
14.78
11240 - Maid or Houseman
11.03
11270 - Pest Controller
15.90
11300 - Refuse Collector
13.32
11330 - Tractor Operator
15.33
11360 - Window Cleaner
14.24
12000 - Health Occupations
12020 - Dental Assistant
14.34
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
13.49
12071 - Licensed Practical Nurse I
14.58
12072 - Licensed Practical Nurse II
16.38
12073 - Licensed Practical Nurse III
18.44
12100 - Medical Assistant
14.47
12130 - Medical Laboratory Technician
15.71

12160 - Medical Record Clerk
12.03
12190 - Medical Record Technician
16.23
12221 - Nursing Assistant I
9.17
12222 - Nursing Assistant II
10.29
12223 - Nursing Assistant III
13.04
12224 - Nursing Assistant IV
14.54
12250 - Pharmacy Technician
13.35
12280 - Phlebotomist
13.93
12311 - Registered Nurse I
21.12
12312 - Registered Nurse II
25.83
12313 - Registered Nurse II, Specialist
25.83
12314 - Registered Nurse III
30.45
12315 - Registered Nurse III, Anesthetist
30.45
12316 - Registered Nurse IV
37.46
13000 - Information and Arts Occupations
13002 - Audiovisual Librarian
25.17
13011 - Exhibits Specialist I
18.68
13012 - Exhibits Specialist II
24.19
13013 - Exhibits Specialist III
28.05
13041 - Illustrator I
23.35
13042 - Illustrator II
24.80
13043 - Illustrator III
28.75
13047 - Librarian
29.69
13050 - Library Technician
13.41
13071 - Photographer I
16.52
13072 - Photographer II
20.75
13073 - Photographer III
26.88

13074 - Photographer IV
31.16
13075 - Photographer V
35.09
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations
15010 - Assembler
8.38
15030 - Counter Attendant
8.38
15040 - Dry Cleaner
11.35
15070 - Finisher, Flatwork, Machine
8.38
15090 - Presser, Hand
8.38
15100 - Presser, Machine, Drycleaning
8.38
15130 - Presser, Machine, Shirts
8.38
15160 - Presser, Machine, Wearing Apparel, Laundry
8.38
15190 - Sewing Machine Operator
12.36
15220 - Tailor
13.34
15250 - Washer, Machine
9.37
19000 - Machine Tool Operation and Repair Occupations
19010 - Machine-Tool Operator (Toolroom)
22.40
19040 - Tool and Die Maker
26.66
21000 - Material Handling and Packing Occupations
21010 - Fuel Distribution System Operator
18.80
21020 - Material Coordinator
23.53
21030 - Material Expediter
23.53
21040 - Material Handling Laborer
18.05
21050 - Order Filler
13.15
21071 - Forklift Operator
19.36
21080 - Production Line Worker (Food Processing)
18.66
21100 - Shipping/Receiving Clerk
14.50
21130 - Shipping Packer
14.50
21140 - Store Worker I
13.44

21150 - Stock Clerk (Shelf Stocker; Store Worker II)
16.90
21210 - Tools and Parts Attendant
19.56
21400 - Warehouse Specialist
18.66
23000 - Mechanics and Maintenance and Repair Occupations
23010 - Aircraft Mechanic
21.96
23040 - Aircraft Mechanic Helper
18.58
23050 - Aircraft Quality Control Inspector
24.91
23060 - Aircraft Servicer
19.89
23070 - Aircraft Worker
20.60
23100 - Appliance Mechanic
21.31
23120 - Bicycle Repairer
18.66
23125 - Cable Splicer
24.34
23130 - Carpenter, Maintenance
25.10
23140 - Carpet Layer
20.64
23160 - Electrician, Maintenance
28.17
23181 - Electronics Technician, Maintenance I
20.67
23182 - Electronics Technician, Maintenance II
27.03
23183 - Electronics Technician, Maintenance III
29.82
23260 - Fabric Worker
21.97
23290 - Fire Alarm System Mechanic
22.57
23310 - Fire Extinguisher Repairer
19.31
23340 - Fuel Distribution System Mechanic
22.20
23370 - General Maintenance Worker
20.64
23400 - Heating, Refrigeration and Air Conditioning Mechanic
22.20
23430 - Heavy Equipment Mechanic
22.20
23440 - Heavy Equipment Operator
23.55
23460 - Instrument Mechanic
22.20

23470 - Laborer
14.31
23500 - Locksmith
21.31
23530 - Machinery Maintenance Mechanic
25.26
23550 - Machinist, Maintenance
26.64
23580 - Maintenance Trades Helper
18.73
23640 - Millwright
27.53
23700 - Office Appliance Repairer
21.42
23740 - Painter, Aircraft
24.55
23760 - Painter, Maintenance
26.60
23790 - Pipefitter, Maintenance
29.38
23800 - Plumber, Maintenance
28.78
23820 - Pneudraulic Systems Mechanic
22.20
23850 - Rigger
22.20
23870 - Scale Mechanic
20.72
23890 - Sheet-Metal Worker, Maintenance
24.28
23910 - Small Engine Mechanic
20.64
23930 - Telecommunication Mechanic I
23.69
23931 - Telecommunication Mechanic II
24.39
23950 - Telephone Lineman
23.69
23960 - Welder, Combination, Maintenance
23.68
23965 - Well Driller
22.20
23970 - Woodcraft Worker
25.67
23980 - Woodworker
19.31
24000 - Personal Needs Occupations
24570 - Child Care Attendant
10.43
24580 - Child Care Center Clerk
13.59
24600 - Chore Aid
11.03

24630 - Homemaker
14.17
25000 - Plant and System Operation Occupations
25010 - Boiler Tender
24.91
25040 - Sewage Plant Operator
23.57
25070 - Stationary Engineer
24.91
25190 - Ventilation Equipment Tender
19.86
25210 - Water Treatment Plant Operator
23.44
27000 - Protective Service Occupations
(not set) - Police Officer
22.26
27004 - Alarm Monitor
16.62
27006 - Corrections Officer
18.83
27010 - Court Security Officer
19.60
27040 - Detention Officer
18.83
27070 - Firefighter
17.99
27101 - Guard I
10.66
27102 - Guard II
17.03
28000 - Stevedoring/Longshoremen Occupations
28010 - Blocker and Bracer
19.29
28020 - Hatch Tender
19.29
28030 - Line Handler
19.29
28040 - Stevedore I
18.66
28050 - Stevedore II
19.94
29000 - Technical Occupations
21150 - Graphic Artist
27.83
29010 - Air Traffic Control Specialist, Center (2)
32.54
29011 - Air Traffic Control Specialist, Station (2)
22.44
29012 - Air Traffic Control Specialist, Terminal (2)
24.71
29023 - Archeological Technician I
19.09

29024 - Archeological Technician II
21.35
29025 - Archeological Technician III
26.46
29030 - Cartographic Technician
23.80
29035 - Computer Based Training (CBT) Specialist/ Instructor
28.83
29040 - Civil Engineering Technician
25.74
29061 - Drafter I
13.37
29062 - Drafter II
15.29
29063 - Drafter III
19.21
29064 - Drafter IV
26.46
29081 - Engineering Technician I
13.15
29082 - Engineering Technician II
17.40
29083 - Engineering Technician III
21.57
29084 - Engineering Technician IV
25.74
29085 - Engineering Technician V
29.76
29086 - Engineering Technician VI
35.01
29090 - Environmental Technician
20.68
29100 - Flight Simulator/Instructor (Pilot)
34.00
29160 - Instructor
29.72
29210 - Laboratory Technician
19.22
29240 - Mathematical Technician
26.46
29361 - Paralegal/Legal Assistant I
18.67
29362 - Paralegal/Legal Assistant II
20.72
29363 - Paralegal/Legal Assistant III
25.35
29364 - Paralegal/Legal Assistant IV
30.60
29390 - Photooptics Technician
26.46
29480 - Technical Writer
25.21

29491 - Unexploded Ordnance (UXO) Technician I
20.68
29492 - Unexploded Ordnance (UXO) Technician II
25.02
29493 - Unexploded Ordnance (UXO) Technician III
29.99
29494 - Unexploded (UXO) Safety Escort
20.68
29495 - Unexploded (UXO) Sweep Personnel
20.68
29620 - Weather Observer, Senior (3)
18.22
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)
16.39
29622 - Weather Observer, Upper Air (3)
16.39
31000 - Transportation/ Mobile Equipment Operation Occupations
31030 - Bus Driver
15.79
31260 - Parking and Lot Attendant
10.36
31290 - Shuttle Bus Driver
15.71
31300 - Taxi Driver
12.42
31361 - Truckdriver, Light Truck
13.20
31362 - Truckdriver, Medium Truck
18.16
31363 - Truckdriver, Heavy Truck
21.21
31364 - Truckdriver, Tractor-Trailer
21.85
99000 - Miscellaneous Occupations
99020 - Animal Caretaker
12.98
99030 - Cashier
10.08
99041 - Carnival Equipment Operator
13.47
99042 - Carnival Equipment Repairer
13.95
99043 - Carnival Worker
11.64
99050 - Desk Clerk
9.42
99095 - Embalmer
20.83
99300 - Lifeguard
10.87
99310 - Mortician
26.61

99350 - Park Attendant (Aide)
 13.65
 99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
 11.03
 99500 - Recreation Specialist
 13.05
 99510 - Recycling Worker
 15.41
 99610 - Sales Clerk
 11.04
 99620 - School Crossing Guard (Crosswalk Attendant)
 11.64
 99630 - Sport Official
 10.23
 99658 - Survey Party Chief (Chief of Party)
 17.48
 99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
 13.91
 99660 - Surveying Aide
 9.09
 99690 - Swimming Pool Operator
 14.94
 99720 - Vending Machine Attendant
 11.06
 99730 - Vending Machine Repairer
 13.90
 99740 - Vending Machine Repairer Helper
 11.06

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to

ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).

2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

